

JIPYONG SUSTAINABILITY REPORT

APPENDIX

JIPYONG SUSTAINABILITY REPORT

APPENDIX

GRI Index

(*: page references are to the Korean "2020 Jipyong Sustainability Report" issued in 2021)

GRI STANDARDS	Index	Page Reference	Notes
General Disclosures (GRI100)			
Organizational Profile	102-1	Name of the organization	6 JIPYONG LLC
	102-2	Activities, brands, products, and services	6 JIPYONG provides professional and comprehensive legal services in various fields.
	102-3	Location of headquarters	6 10F, KT&G Seodaemun Tower, 60 Chungjeong-ro, Seodaemun-gu, Seoul 03740, Korea
	102-4	Location of operations	6-7 (Domestic) Seoul / Suncheon / Busan (Overseas) Shanghai / Moscow / Ho Chi Minh City / Hanoi / Jakarta / Vientiane / Yangon / Phnom Penh
	102-5	Ownership and legal form	6 Limited liability law firm
	102-6	Markets served	6-7 Provision of legal services to clients worldwide through 11 domestic and overseas offices
	102-7	Scale of the organization	7 Offices: 11 Members: 468
	102-8	Information on employees and other workers	7, 20 468 in total (268 professionals, 200 staff members, 397 members across our domestic offices, 71 across our overseas offices)
	102-9	Supply chain	Expansion of supply chain taking into consideration labor and employment, environmental and social values
	102-10	Significant changes to the organization and its supply chain	10, 28-29, 61 The COVID-19 outbreak and response Establishment of the ESG center
	102-11	Precautionary Principle or approach	6, 42-45 Operational, financial, and compliance risks are managed by the Management Committee. An Ethics Charter and Ethics Committee have been established to prevent violations of work ethics.
102-12	External initiatives	13, 73-75 UN SDGs 17 UN Global Compact	
102-13	Membership of associations	JIPYONG's Korean attorneys are members of the Korean Bar Association and the Firm's foreign attorneys are all members of their respective license jurisdictions.	
Strategy	102-14	Statement from senior decision-maker	2-3 Interview with Managing Partner (By Managing Partner, Sung-Taek Lim)
	102-15	Key impacts, risks and opportunities	10, 28-29, 61 Response to the COVID-19 crisis, provision of related services and contribution to society Increased interest over ESG and provision of related services
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	8, 9, 42-43 Members are guided by the Firm's values (People-focused, Genuine, Pioneering, Principled) and the 2020 Management Keywords (Happy 20th Anniversary, Ambitious Action) to comply with legal ethical standards.
	102-17	Mechanisms for advice and concerns about ethics	42-45 The Ethics Committee is responsible for investigating and managing ethics-related issues that are reported to it.
Governance	102-18	Governance structure	6 The General Meeting of Partners is the highest decision-making body. The Managing Partners and Management Committee carry out responsible management.
	102-19	Delegating authority	6 The Social Value Committee (established under the Management Committee) is responsible for social value management and a secretariat has been established to manage day-to-day business.

102-20	Executive-level responsibility for economic, environmental, and social issues	10	Chairman of the Social Value Committee: Managing Partner, Sung Taek LIM
102-21	Consulting stakeholders on economic, environmental, and social issues	11-15	JIPYONG utilizes various platforms to communicate with its stakeholders regarding economic, environmental and social issues.
102-22	Composition of the highest governance body and its committees	6	The Management Committee is composed of the three Managing Partners (Ji Hyung KIM, Young Tae YANG, Sung Taek LIM) and Partners (Young Tae YANG, Sang Jun KIM, Bong Kwan Sa, So Young LEE, Haeng Gyu Lee and Won JUNG) and is supported by the Social Value Committee, Public Interest Committee, Ethics Committee, Public Relations Committee, Education Research Committee, Marketing Committee, Cultural Communication Committee, HR Committee.
102-23	Chair of the highest governance body	6	Managing Partners: Ji Hyung KIM, Young Tae YANG, Sung Taek LIM
102-24	Nominating and selecting the highest governance body	6	Nominated and selected at the General Meeting of Partners.
102-26	Role of highest governance body in setting purpose, values, and strategy	6	Basic management policies and key decisions are made democratically at General Meetings of Partners.
102-27	Collective knowledge of highest governance body	6	The Management Committee has strengthened collective knowledge by gathering areal opinions and research through the Social Value Committee and the Firm's seven other committees.
102-28	Evaluating the highest governance body's performance	33	JIPYONG surveyed its members on the management satisfaction with regard to the activities of the management committee and reported the results to JIPYONG members.
102-29	Identifying and managing economic, environmental, and social impacts	10	The Social Value Committee and its secretariat establish social value goals and actions by area/practice and manages the implementation of the same.
102-30	Effectiveness of risk management processes	6	JIPYONG managed its risks in operations, finance, compliance, etc. through the management committee and other subcommittees.
102-31	Review of economic, environmental and social issues	10	The Social Value Committee monitors the implementation status of tasks for realizing social value.
102-32	Highest governance body's role in sustainability reporting	78	JIPYONG reviewed, published, and distributed the sustainability report.
102-33	Communicating critical concerns	6	Meetings of the Management Committee is held on a weekly basis.
102-40	List of stakeholder groups	11-13	Members, clients, community, legal society (lawyers and non-lawyers), government and public institutions
102-41	Collective bargaining agreements	31-32	Meetings with the labor-management council and associate members were held to discuss productivity, performance incentives, recruitment and training, safety and health and other matters relating to the improvement of the working environment.
Stakeholder Engagement			JIPYONG selected the firm's stakeholder in consideration of whether a person has legal obligations, whether such person is affected (both positively and negatively) by the firm's activities, whether such person is affected by the firm's decision making and activities, whether such person engages in the firm's activities and issues, whether such person supports the firm's specific activities and issues, whether such person affects the firm to ensure that it fulfills its purpose and responsibility, the value chain, and such person's impact on general activities by the firm.
	102-42	Identifying and selecting stakeholders	11-13

Reporting Practice	102-43	Approach to stakeholder engagement	11-13	<ul style="list-style-type: none"> The Firm has established various communication channels: Members - Labor-Management Council, Associates' Workshop, Firm Webzine, In-house ideas competition, hotline, management satisfaction survey Clients - SNS, Seminars, Newsletters Community - legal/non-legal public interest activities, cooperation with NGOs, MOUs Prospective Lawyers - Internship, recruiting fair, legal education Affiliates (meetings, visits) Media (press release, interview) For all stakeholders (Sotong Hotline, Newsletter, Website, Social Media, Youtube channel, various publications)
	102-44	Key issues and concerns raised	14-15	<ul style="list-style-type: none"> Realization and internalization of social value management Communication with stakeholders and reflecting stakeholders' opinion on its management activities Dedication to clients through excellence in legal services and care Contribution to society as a "community of legal experts" Workplace happiness for its members Pioneering new business areas such as ESG, new technologies, new industries Establishment of cooperative labor-management relationship Enhancement of protective measures for members' safety and health (including response to COVID-19) Development of members' capacity and provision of education
	102-45	Entities included in the consolidated financial statements		None
	102-46	Defining report content and issue Boundaries	78	This report was prepared based on JIPYONG LLC's Seoul Office. However, the number of JIPYONG members reflect all JIPYONG members in all JIPYONG offices.
	102-47	List of material issues	10 12-13 34 50-65 16-33 39-41 31 26, 28-29 22-24	<ul style="list-style-type: none"> Realization and internalization of social value management Communication with stakeholders and reflecting stakeholders' opinion on its management activities Dedication to clients through excellence in legal services and care Contribution to society as a "community of legal experts" Workplace happiness for its members Pioneering new business areas such as ESG, new technologies, new industries Establishment of cooperative labor-management relationship Enhancement of protective measures for members' safety and health (including response to COVID-19) Development of members' capacity and provision of education
	102-48	Restatements of information (previous report)		2019 report (p.19) footnote 4) the amount is exclusive of member donations under JIPYONG one-to-one matching grant. The amount only includes JIPYONG's donations under the matching grant.
	102-49	Changes in reporting (material issues and scope)	32	There are no changes in material issues and scope of reporting.
	102-50	Reporting period		January 1, 2020 ~ December 31, 2020 (the "Reporting Period") However, managing partners and the management committee members are the current partners and members as of Jan. 1, 2021 (p. 6)
	102-51	Date of most recent report		JUL. 30, 2020
	102-52	Reporting cycle		Annual

	102-53	Contact point for questions regarding the report		Social Value Committee Secretariat
	102-54	Claims of reporting in accordance with the GRI Standards		This Report is based on the GRI Standards (Core Option).
	102-55	GRI content index	68-72	
	102-56	External assurance	78-79	KMR

Economic Disclosures (GRI200)

Economic Performance	201-3	Defined benefit plan obligations and other retirement plans		100% of the Firm's employees were enrolled into the Defined Contribution Retirement Pension Scheme.
	201-4	Financial assistance received from government		None
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	50-65	See 5. Contribution to society as a "community of legal experts"
	203-2	Significant indirect economic impacts	34-49	Through the provision of legal services, the Firm contributed to corporate sustainable growth, efficient resource allocation and the realization of the rule of law.
Anti-corruption	205-1	Operations assessed for risks related to corruption		No assessment undertaken
	205-2	Communication and training about anti-corruption policies and procedures	44-45	Training was conducted by the Ethics Committee.
	205-3	Confirmed incidents of corruption and actions taken		None during the Reporting Period
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None during the Reporting Period
	207-1	Approach to tax		Complied with relevant regulations.
Tax	207-2	Tax governance, control, and risk management		Tax governance, control and risk management was undertaken by the Management Committee and the Accounts Department.
	207-3	Stakeholder engagement and management of concerns related to tax		Proactively cooperated with the National Tax Service and other relevant governmental agencies and contributed to the local community tax revenue through the payment of local income tax.

Environmental Disclosures (GRI300)

Energy	302-1	Energy consumption within the organization	64	Total electricity consumption in 2020: 662,293kWh
	302-2	Energy consumption outside of the organization	64	Established a policy to introduce eco-friendly vehicles.
	302-3	Energy intensity	64	Electricity consumption per person in 2020: 1733.75.kWh
	302-4	Reduction of energy consumption	64	Total energy consumption decreased to 12,885kWh in 2020, compared with 675,178kWh in 2019.
	302-5	Reductions in energy requirements of products and services	64	Energy consumption per person has decreased approximately by 19.4% in 2020 compared with the average energy consumption per person for the previous three years.
Water and Effluents	303-5	Water consumption	64	Total water consumption in 2020: 445t (1.16t per person)
Biodiversity	304-3	Habitats protected or restored	65	Afforestation of the Noeul Park

Emissions	305-2	Energy indirect (Scope 2) GHG emissions	64	Total carbon dioxide (CO2) emission in 2020: 308,974.9 CO2eq, kg
	305-4	GHG emissions intensity	64	Per person carbon dioxide emission in 2020: 808.83 CO2eq, kg
	305-5	Reduction of GHG emissions	64	Total greenhouse emission has decreased from 435,019.5 CO2eq, kg in 2019 to 126,044.6 CO2eq, kg in 2020
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		None during the Reporting Period
Social Disclosures (GRI400)				
Employment	401-1	New employee hires and employee turnover	21	New hires: 93 Transfers/Resigns: 30
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		None (99.7% are full-time)
	401-3	Parental leave	32	10 cases
Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes		Complied with the Labor Standards Act (30-day notice period for terminations).
Occupational Health and Safety	403-1	Occupational health and safety management system	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-2	Hazard identification, risk assessment, and incident investigation		Risk assessment (Occupational Health and Safety Act, Article 36) not undertaken
	403-3	Occupational health services	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-4	Worker participation, consultation, and communication on occupational health and safety	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-5	Worker training on occupational health and safety		Exempt (Enforcement Decree to the Occupational Health and Safety Act, Article 2, Table 1, paragraph 2(ma) "Other Professional Services")
	403-6	Promotion of worker health	28	Subsidies for comprehensive health examinations
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		None
	403-8	Workers covered by an occupational health and safety management system		All full-time workers
	403-9	Work-related injuries		None during the Reporting Period
	403-10	Work-related ill health		None during the Reporting Period
Training and Education	404-1	Average hours of training per year per employee	23	11.3 hours
	404-2	Programs for upgrading employee skills and transition assistance programs	22-24	JIPYONG Academy, Friday Seminars, long-term training program, practice group seminars

	404-3	Percentage of employees receiving regular performance and career development reviews	24	Attorneys (Korean): 1H - 94.7%, 2H - 91.8% Staff: 93.7%
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	18-21	Ratio of members by gender, age and nationality • Number of minority members: 11 persons with disabilities, 1 North Korean defector
	405-2	Ratio of basic salary and remuneration of women to men		No differentiation of salary within the same position
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken		None during the Reporting Period
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None during the Reporting Period
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		None during the Reporting Period
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		None during the Reporting Period
Security Practices	410-1	Security personnel trained in human rights policies or procedures		N/A (No security personnel)
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		None during the Reporting Period
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	30	Seoul Headquarters (Implementation of Human Rights Due Diligence)
	412-2	Employee training on human rights policies or procedures	26-27	Implemented training programs relating to disabilities and gender equality.
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	12-13	None during the Reporting Period
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs		The Seoul Office included the local community in its scope of stakeholders and provided legal educational services, consultation services, volunteer services and donations.
	413-2	Operations with significant actual and potential negative impacts on local communities		None
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria		Social impact assessment not undertaken
	414-2	Negative social impacts in the supply chain and actions taken		None (Only consumer goods purchased)
Public Policy	415-1	Political contributions		None during the Reporting Period
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories		Not undertaken
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None during the Reporting Period

UN Sustainable Development Goals

Marketing and Labelling	417-1	Requirements for product and service information and labeling	Compliance with the Korean Bar Association's Advertising Regulations for Lawyers Business
	417-2	Incidents of non-compliance concerning product and service information and labeling	None during the Reporting Period
	417-3	Incidents of non-compliance concerning marketing communications	None during the Reporting Period
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None during the Reporting Period
Socio-economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	None during the Reporting Period

The UN Sustainable Development Goals were the product of the 70th UN General Assembly in 2015 and comprise of 17 common goals of mankind for the realization of sustainable development by 2030.¹⁾

1) inable Development Portal, "UN-SDGs", <http://ncsd.go.kr/unsdgs> (accessed 5 May 2020)

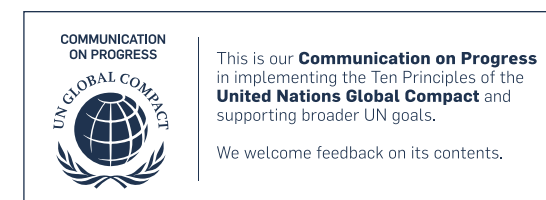


SDGs	Activities	Page
Goal 1	End poverty in all forms everywhere.	
Goal 2	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	Free Meal for Homeless at the Dasiseogi General Support Center. 60
Goal 3	Ensure healthy lives and promote well-being for all at all ages.	Legislative Movement to delete "the Right to Take Disciplinary Action" under the Civil Act Response to the COVID-19 pandemic 55 28~29, 61
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Supported external lectures, seminars, and legal education 22-25, 48-49 Provided a legal practice training program for new public interest lawyers 58 Made a manual and provided education for counselors for discrimination against persons with disabilities 59 Supported Gyeong Eol School 61 Provided a scholarship program for students from underprivileged groups in Ewha Womens' High School 61 Transcribing Books into Braille Manuscripts 60
Goal 5	Achieve gender equality and empower all women and girls.	Provided legal education and legal advice to single mothers in Aeranwon 56 Gender equality education and the grievances reporting process 26-27 Represented the bereaved family of a person killed by her spouse during the cooling-off period before divorce in a claim for damages against the government 57
Goal 6	Ensure availability and sustainable management of water and sanitation for all.	
Goal 7	Ensure access to affordable, reliable, sustainable and modern energy for all.	Energy/Resource/Infrastructure Team's legal practice 37
Goal 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Establishment of the ESG center 40 Established the Environment team, Human Rights Management Team, Compliance Team, Occupational Safety/Serious Accidents Team 40-41 Supported the personnel expenses of the Refugee Rights Center 57 Establishment of the Work-Life Balance Guideline 32

UN Global Compact

The UN Global Compact is the world's biggest voluntary corporate citizen initiative¹⁾. It strives to improve sustainability and the ideal of corporate citizenship by recommending corporations internalize in their operations and management strategies the UN Global Compact's ten core principles related to human rights, labor, environment and anti-corruption, and by suggesting realistic solutions for the achievement of such principles. JIPYONG became the first Korean law firm which signs up to the UN Global Compact by signing up on 17 October 2019. JIPYONG strongly supports the UN Global Compact's ideologies and its ten core principles.

1) UN Global Compact, "Introduction to UN Global Compact", <http://unglobalcompact.kr/about-us/intro/> (accessed 5 May 2020)



Goal 9	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	Supported social ventures through the matching project to match each attorney with each social venture, etc.	10
Goal 10	Reduce income inequality within and among countries.	Anti-discrimination policy	26
		Legislative movement to revise laws applicable to people who moved out from facilities, and the right to education of children with disabilities	61
		Represented in constitutional action in connection with the Seoul Ordinance of Student Rights to obtain a decision acknowledging the constitutionality of the ordinance	55
Goal 11	Make cities and human settlements inclusive, safe, resilient, and sustainable.	Project to create a house with first floor Represented in litigation seeking a remedy against the discrimination against persons with disabilities to protect the right to travel outside the city by persons with disabilities	56
Goal 12	Ensure sustainable consumption and production patterns.		
Goal 13	Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.	Filed a Petition on Human Rights Infringement Caused by Climate Crisis to the National Human Rights Commission of Korea	57
		Provided the one-to-one matching project between each attorney and each social venture focusing on environment Campaign to reduce energy consumption Policy for Eco-friendly vehicles	64
Goal 14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.		
Goal 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	Planting Trees at Noeul Park Legal support for social ventures focusing on environment	65
Goal 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Conducted hate speech survey and made efforts for improvement	26-27
		Legislative research and advice	49
		Established and implemented Ethics charter Filed a constitutional petition against the Military Guardhouse System to obtain a decision acknowledging unconstitutionality of the system	42-43
		Represented in constitutional action in connection with the Seoul Ordinance of Student Rights to obtain a decision acknowledging the constitutionality of the ordinance	55
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	Joined the UN Global Compact	75

Category	Principles	Activities
Human Rights	Principle1 Businesses should support and respect the protection of internationally proclaimed human rights.	JIPYONG considers social justice and human rights as important missions, and established DUROO to professionally reflect those values in its legal practice. JIPYONG supports and complies with the ten principles of the UN Global Compact and Sustainable Development Goals and responds to the UN's deliberation on Korea in connection with its human rights rules as a member of Korea's civic society.
	Principle2 Business should make sure that they are not complicit in human rights abuses.	Through various pro bono activities and public interest activities, JIPYONG contributes to advancements of human rights in Korea.
Labor	Principle3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	JIPYONG promotes and guarantees the activities by the Labor-Management Council and Associates' Council and put importance on communication and discussions with its members.
	Principle4 Business should uphold the elimination of all forms of forced and compulsory labour	JIPYONG hires its employees without any discrimination against gender, age, disability, region, and nationality, and implements policy to create working environments for work-life balance and anti-discrimination policy.
	Principle5 Business should uphold the effective abolition of child labour	
	Principle6 Business should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	Principle7 Businesses should support a precautionary approach to environmental challenges.	JIPYONG has established the ESG Center, the Environment team, and the Environment Subcommittee and is seeking to take an institutional approach towards environmental problems.
	Principle8 Business should undertake initiatives to promote greater environmental responsibility.	JIPYONG is making efforts to implement measures for environmental protection such as reducing the resources and energy in the workplace, purchasing eco-friendly cars for corporate vehicles, and making various suggestions to protect the environment in our daily lives.
	Principle9 Business should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	Principle10 Businesses should work against corruption in all its forms, including extortion and bribery.	JIPYONG enacted the ethics charter and operates the Ethics Committee to make sure that all JIPYONG members comply with their work ethics and prevent and control any form of misconduct and corruption.

Public Interest Activities Assessment Criteria

Pro Bono Activities

Category	Assessment Criteria	2020
Structure	Whether JIPYONG has the Committee on Public Interest Activities	0 JIPYONG Public Interest Committee
	Whether JIPYONG enacted public interest regulations	0
	Whether JIPYONG has public interest objectives and provides public interest programs	0
	Whether JIPYONG has hired an attorney responsible for public interest activities	0 Ratio: 10:220(9:198, if foreign attorneys are excluded) ¹⁾
	Whether JIPYONG has hired a public interest activities coordinator	0
	Whether JIPYONG provides administrative support on public interest activities	0 Provides administrative assistance such as public interest activities coordination through DUROO attorneys, employees, and members of the Public Interest Committee
	Whether JIPYONG provides education related to public interest activities	0 Education hours per year: 10 hours
	Total hours of pro bono activities	8,930.85 hours
	Ratio of pro bono activity hours to work hours	2.57% (8,930.85 hours/346,417.91 hours)
	Average pro bono activity hours per attorney	40.59 hours (8,930.85 hours: 220 attorneys)
	Average pro bono activity hours per attorney who participated in pro bono activities	47.50 hours (8,930.85 hours: 188 attorneys)
	Percentage of JIPYONG attorneys who participated in pro bono activities	85.45% (188/ 220 attorneys)
	Attorneys who participated in pro bono activities for more than 30 hours	45% (99/220 attorneys) ²⁾
Activity	Partners 111 attorneys ³⁾	81.98% (91/111 attorneys) 35.13 hours (3,898.94 hours:111 attorneys)
	Associates 87 attorneys ⁴⁾	88.51% (77/87 attorneys) 47.70 hours (4,150.06 hours: 87 attorneys)
	Foreign Attorneys (Seoul Office) 22 Attorneys	90.91% (20/22 attorneys) 44.09 hours (881.85 hours: 20 attorneys)
	Support for pro bono activities	KRW 1,910,372
	Support for education of pro bono activities	KRW 1,096,460
	Budget for Pro Bono Activities	Support for external public interest organizations KRW 530,600,000 Total KRW 533,606,832

Pro Bono Activities	Litigation	81 cases
	Advice	72 cases
	Counseling	5 cases
	Beneficiaries	158 persons
Details of Pro Bono Activities by Sector	See pp. 52-61	
Method to accept and assign pro bono cases	(1) JIPYONG either receives a request for representation or legal advice in litigation or matters related to public interest by government institutions or partner NGOs, etc. or cooperate with NGOs based on its subcommittees and attorneys advising NGOs to find issues related to the human rights/public interest sectors. (2) JIPYONG Public Interest Committee reviews the case and grant approval. (3) The case is assigned to attorneys in the related subcommittee or attorneys having expertise in the case or attorneys voluntarily apply for such case.	
Support for Pro Bono Activities	See pp. 52-61	
JIPYONG's direction of public interest and human rights through its pro bono activities	See pp. 52-61	
Evaluation/Rewards	Whether the pro bono activities are reflected in performance review, promotion, and rewards	(1) JIPYONG established a regulation requiring its Korean and foreign attorneys, CPAs (and experts) and employees to engage in public interest activities for at least 30 hours per year (2) JIPYONG reflects the public interest activities in performance review of its attorneys and employees

- 1) Ratio of attorneys in charge of pro bono activities to non-pro bono attorneys
2) the number of Korean attorneys and foreign attorneys in the Seoul office who are required to engage in pro bono activities
3) the number of partners among the Korean attorneys who are required to engage in pro bono activities
4) the number of associates among the Korean attorneys who are required to engage in pro bono activities

Public Interest Activities Not Related to Law

Category	Evaluation Index	2020
Donation	Total Amount of Donation	KRW 649,933,750
	Amount of Donation per JIPYONG Member	KRW 1,388,747
	Percentage of Donation related to Public Interest/Human Rights	99.97% (KRW 649,733,750/KRW 649,933,750)
	Details of Donation	See p. 61
Community Service	Total Hours of Community Service	3,691.84 Hours
	Hours of Community Service per JIPYONG member	7.89 hours (468 persons)
	Details of Community Service	See pp. 60-61

- ※ This Index is calculated in accordance with the Law Firm's Public Interest Activities Evaluation Index made by the Korean Bar Association.
※ This index was prepared based on 220 JIPYONG attorneys (both Korean and foreign attorneys in JIPYONG Seoul office, branch offices, and overseas offices) (excluding JIPYONG attorneys who applied for the exemption of public interest activities).
※ Work hours of public interest attorneys (DUROO attorneys) were excluded.
※ Hours of public interest activities not related to law were calculated based on all JIPYONG members.

Independent Assurance Statement

To readers of JIPYONG Sustainability Report 2020

Introduction

Korea Management Registrar (KMR) was commissioned by JIPYONG to conduct an independent assurance of its Sustainability Report 2020 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of JIPYONG. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with JIPYONG and issue an assurance statement.

Scope and Standards

JIPYONG described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the Core Options of the GRI standards was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process. We also confirmed that the report was prepared in accordance with the TCFD recommendations and SASB.

- GRI Sustainability Reporting Standards
- Universal standards
- Topic specific standards
- Management approach of Topic Specific Standards
 - GRI 205: Anti-Corruption
 - GRI 402: Labor/Management Relations
 - GRI 403: Occupational Health and Safety
 - GRI 404: Training and Education
 - GRI 412: Human Rights Assessment

As for the reporting boundary, the engagement excludes the data and information of JIPYONG's partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by JIPYONG to us as part of our review are complete and sufficient. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with JIPYONG on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the Core Option of the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

JIPYONG has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

JIPYONG has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

JIPYONG prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them.

Impact

JIPYONG identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible. We recommend that it develop models for measuring social values considering its business characteristics to increase the effectiveness of CSR activities and continuously enhance the sustainability management system.

Reliability of Specific Sustainability Performance Information

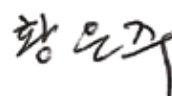
In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with JIPYONG and did not provide any services to JIPYONG that could compromise the independence of our work.

Sep. 2021 Seoul, Korea



대표이사 

Publisher

JIPYONG LLC

Report Information

JIPYONG publishes this Sustainability Report 2020 to clearly disclose its efforts to implement JIPYONG's "Announcement to Carry Out Management to Realize Social Values" to realize social values in the legal sector and its achievements to JIPYONG's stakeholders and listen to various opinions from the stakeholders based on this report.

JIPYONG will continue to listen to the opinions of our stakeholders and proactively reflect them in our management.

Report Period

This report is prepared for the period of 2020 (from Jan. 1 to Dec. 31, 2020).

(Publication date of the previous report: Jul. 30, 2020)

This report is focused on JIPYONG LLC's Seoul Office.

However, the number of JIPYONG members reflect all JIPYONG members in all JIPYONG offices.

Report Criteria

This report was prepared in accordance with the Standards suggested by Professor Sung Soo HONG from Sookmyung Women's Univ. in his publication "Law Firm's Social Responsibility and Public Interest Activities", "the Law Firm's Public Interest Activities Evaluation Index" issued by the Korean Bar Association, and the "Standards (Core Option)" in the "Global Reporting Initiative of Sustainable Management". In addition, this report refers to the UN Global Compact and the UN Sustainable Development Goals.

Contact Information

Office of the Social Responsibility Committee

Young Soo KIM, Partner

Independent Assurance

JIPYONG received independent assurance from the Korea Management Registrar to ensure the credibility of the details of this report. The independent assurance is attached to this report at pp. 78-79.



The mark of responsible forestry

This book is printed in FSC-certified eco-friendly paper.

JIPYONG SUSTAINABILITY REPORT 2020